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Contracts and grants sponsored under the Manpower Development and Training Act of 1962, and active in fiscal year 1963 are described. Included is research on automation, mobility, manpower development and utilization, manpower requirements and resources, effect of family on unemployment, and a research information and communication conference. A list of publications prepared by the Office of Manpower and Automation Research is included. (DM)

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MANPOWER AND AUTOMATION RESEARCH

SPONSORED BY THE

OFFICE OF MANPOWER, AUTOMATION AND TRAINING,

JULY 1, 1962 - JUNE 30, 1963

U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary
MANPOWER ADMINISTRATION

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OFFICE OF MANPOWER, AUTOMATION AND TRAINING, Washington, D.C.
SEYMOUR L. WOLFBEIN, DIRECTOR

RESEARCH PROJECTS --FISCAL YEAR 1963

STATUS AS OF JUNE 30, 1963

This report lists research and information projects undertaken and research reports issued during Fiscal Year 1963 under the authority of Title I of the Manpower Development and Training Act of 1962, PL 87-415; and, in the area of Automation, under authority contained in Department of Labor Appropriation Act PL 87-582, 76 Stat. 361.

Reports on Status of Projects are all as of June 30, 1963.

For further information on specific projects, write to:

Director
Office of Manpower and Automation Research
Office of Manpower, Automation and Training
U.S. Department of Labor
Washington, D.C. 20210

August 1963

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AUTOMATION RESEARCH

PROJECT TITLE: Prediction of Manpower Requirements for Technical Information Support Functions

CONTRACTOR: Auerbach Corporation, Philadelphia, Pennsylvania

OBJECTIVES AND PROCEDURES: Little information is now available on the manpower requirements for the development and preparation of technical and scientific documents or manuals which are to be used in the operation of complex technological machines and equipment.

The general objective of this project is to provide (for years 1964-70) estimates of manpower requirements (by skill class and geographic area) in those occupations which give technical information support for the research, development, testing and engineering programs.

This project will include:

An exploratory study in depth of the technical information support processes and related manpower needs in several firms in a selected industry;

Special surveys of other firms in the industry to obtain selected data shown to be pertinent by the exploratory study; and

Gathering and analysis of all available data bearing on technical information support manpower.

STATUS OF PROJECT: Progress reports are scheduled to be submitted monthly beginning in September, with the final report scheduled for December 1963.

PROJECT TITLE: Criteria and Bases for a Study on the Extent of Automation in American Industry: An Exploratory Study

CONTRACTOR: The Diebold Group, Inc., New York, New York

OBJECTIVES AND PROCEDURES: The objectives of this study were:

To define major types of automated equipment, systems and installations;

To provide a classification method to distinguish the various kinds and degrees of automation;

To draw up a classified listing of the various types of equipment and systems included under the definition and classification systems;

To recommend areas of future surveys by kinds of installation and industries; and

To provide data on the numbers of existing installations of automated equipment and their location.

This study was accomplished through extensive literature search, gathering of statistical data from a variety of private and public sources, and evaluation by specialists of the categories of automated equipment and possible bases for their classification and definition.

STATUS OF PROJECT: This project was completed in February 1963. It has provided:

Detailed estimates of the industrial distribution of computer equipment and of the growth in utilization and value of such equipment in the United States. These findings have been used in a number of Department of Labor releases.

An analysis of the factors likely to influence rates of technological change in different industries, and conclusions as to the industries which should be given priority in surveys of the extent of automation. These are being used in the planning and development of programs of economic studies of automation.

Definitions and classifications of automated equipment. These represent a new approach in a difficult area. They are being used as a guide in planning of surveys of the extent and effects of automation, which are now under active consideration.

PROJECT TITLE: Effects of Technological Change on Industrial Employment in the Next Decade: An Exploratory Study

CONTRACTOR: The Diebold Group, Inc., New York, New York

OBJECTIVES AND PROCEDURES: The objectives of this project were to obtain:

A classified listing of those industries in which technological progress during the next five to ten years is likely to be great enough to bring about major changes in the volume and character of employment; and

A brief description of the nature of the expected changes and an indication of whether the resultant changes in employment are likely to be increases, decreases, or changes in the character of employment.

The methodology included interviews with specialists and an analysis of information in the files of the Diebold Group, Inc.

STATUS OF PROJECT: This project was completed in December 1962 and the results have been used internally for administrative and research planning purposes. The research report has provided guidance for the selection of industries to be investigated intensively in order to develop an early warning system for technological changes affecting manpower requirements. Information provided by this report is also being used, together with other information, in broad analyses of technological and employment trends throughout the economy.

698-844 O-63—2

PROJECT TITLE: A Study to Determine the Nature of Automated Jobs and Their Educational and Training Requirements

CONTRACTOR: Human Sciences Research Inc., Arlington Virginia

OBJECTIVES AND PROCEDURES: This project has the following four principal objectives:

To establish a means for defining and describing automated jobs;

To develop a method for determining if any significant differences exist in the requirements and qualifications of automated and non-automated jobs;

To determine the assessibility (and usefulness for vocational guidance) of the interest, aspirations and orientations of workers in automated jobs; and

To consider the implication of all these findings for current education and training practices.

The methodology to be used will include interviews and job analysis.

STATUS OF PROJECT: This project is underway, with interim reports scheduled to be submitted from time to time. An outline of the final report is due by December 1963, and the final report in January 1964.

PROJECT TITLE:	Clearinghouse on Automation and Technological Change
AGENCY:	International Labor Organization, Geneva, Switzerland
OBJECTIVES AND PROCEDURES:	This project aims to establish a clearinghouse on automation and technological change for leading industrialized countries on an international basis. It will also provide an up-to-date bibliography on automation developments in leading countries. Specialists in the field will prepare a report on a system of classification, indexing, and analysis. The library resources of the ILO will be used to prepare the bibliography.
STATUS OF PROJECT:	Sub-projects are scheduled to be completed in September, October and November 1963, and March 1964.

PROJECT TITLE:	Health and Safety Aspects of Automation and Technological Change
AGENCY:	International Labor Organization, Geneva, Switzerland
OBJECTIVES AND PROCEDURES:	The objective of this project is to prepare a collection of abstracts of selected studies from leading countries on the health and safety aspects of automation. Information pertinent to this subject will be assembled and abstracted from the files of the International Occupational Safety and Health Information Center. Abstracts will be classified and collated.
STATUS OF PROJECT:	The first report on this project is scheduled for August 1963, and a supplement is to be available by June 1964.

PROJECT TITLE: Training of Maintenance Workers

AGENCY: International Labor Organization, Geneva, Switzerland

OBJECTIVES AND PROCEDURES: The principal objective of this project is to determine possible sources of skilled workers in the mechanical/electrical fields to service and maintain machinery in automated and mechanized plants which do not already have such workers. This project will also furnish material for determining action required to assure appropriate training of these maintenance workers.

Field investigations will be conducted in six to eight European countries and interviews and observations will be made in a number (at least 12) of selected plants in the chemical industry and in the bakery industry.

STATUS OF PROJECT: Completion of this project is scheduled for September 1964.

PROJECT TITLE: Management Decisions to Automate

CONTRACTOR: Stanford Research Institute, Menlo Park, California

OBJECTIVES AND PROCEDURES: The principal objectives of this project are:

To determine what factors influence management decisions to automate;

To compare the results of automation with expectations before automating, particularly as it affects employment; and

To estimate the future rate of the introduction of automation and probable effects on employment.

Two industries will be studied. One will be an industry in which computers have been installed to accomplish various clerical operations; the other will be an industry in which electronically controlled machine tools are being used in the production process. Three firms in each industry will be studied and data will be obtained primarily from a series of interviews.

STATUS OF PROJECT: A final report is scheduled to be submitted in February 1964, with periodic reports in the interim.

MOBILITY RESEARCH

PROJECT TITLE: Severance Pay Plans in Operation

CONTRACTOR: Bureau of Labor Statistics, Department of Labor

OBJECTIVES AND PROCEDURES: This project is concerned with the operational aspects of severance pay plans, with particular attention being given to their effects on the mobility of displaced workers. Aspects of the plans which tend to impair their usefulness in promoting desirable mobility, and experiences which have contributed to extending their benefits will both be considered.

Analyses will be made of results of questionnaires to be mailed to both company and union officials involved in about 500 severance pay plans covered by major collective bargaining agreements. The questionnaires will probe beyond the agreements themselves. Information will be collected on such factors as: amounts payed out, the reasons why workers were laid off, the kinds of employees involved, and aspects of the plans that have helped workers find new jobs, learn new skills or move to new locations.

Case studies will be made of the impact of severance payments on employers, union officials, the business community and the local employment service in five or six plants in which major layoffs have occurred.

STATUS OF PROJECT: This project was approved in September 1962 and work began shortly thereafter. The agreements with severance pay clauses have been largely identified. The mail questionnaires have been tested and are in the final review stage. It is expected that this study will be completed during FY 1964.

698-844 O-63—3

PROJECT TITLE: Vesting and Early Retirement Provisions of Private Pension Plans

CONTRACTOR: Bureau of Labor Statistics, Department of Labor

OBJECTIVES AND PROCEDURES: This project, which is partly supported by OMAT funds, is concerned with the effects that pension plans have on the mobility of workers.

A primary purpose of the study is to provide reliable statistics and analyses of vesting and early retirement provisions currently found in private pension plans.

A stratified random sample of about 1,150 pension systems was selected from the reports filed under the Welfare and Pension Plans Disclosure Act. A detailed analysis of the vesting (a separated employee's right to a pension based on the employer's contribution to the pension plan) and retirement features of these plans is being made with breakdowns not only by type of plan, but also for each industry division, and separately for white-collar and blue-collar workers.

STATUS OF PROJECT: Begun in September 1962, all of the data had been gathered and tabulated and the analytical report is in preparation. Results will be published in a bulletin under the joint sponsorship of OMAT and BLS. Completion is expected early in FY 1964.

PROJECT TITLE: International Differences in Factors Affecting Labor Mobility (Inter-industry, Occupational, Geographic-Selected Countries of Western Europe)

AGENCY: International Labor Organization, Geneva, Switzerland

OBJECTIVES AND PROCEDURES: The objectives of this study are to ascertain international differences in degrees of inter-industry, occupational, and/or geographic labor mobility, and to explain these differences by relevant economic and institutional factors.

Information about labor mobility and turnover will be obtained from two groups of firms from selected countries and from workers in these firms. Indicators of the degree of labor mobility will be constructed. The influence on labor mobility of employer organizations, labor unions, and government policies will also be studied.

STATUS OF PROJECT: Completion of this project is scheduled for December 1964.

PROJECT TITLE: Impediments to Labor Mobility

CONTRACTOR: Reed C. Richardson, Professor of Economics, University of Utah

OBJECTIVES AND PROCEDURES: This study is designed to investigate the factors that impede the movement of workers from a specific area of high unemployment to nearby areas where job opportunities exist. While results will be of primary value as an aid in the solution of the local unemployment problem, they are also expected to provide information which may be useful in establishing and administering national programs to increase mobility.

The study is being conducted in Utah County, Utah. This is a labor market dominated by a plant in which employment has been declining since 1957.

A sample of about 500 family heads and unmarried workers who are either long-term unemployed, or who have experienced long periods of unemployment (other than seasonal) over the previous year and a half, will be interviewed to determine personal characteristics, training skills, experience and any general obstacles to mobility.

Employment opportunities in a 500-mile radius will be investigated and workers for whom job matches are found will be reinterviewed to determine the reason for their failure to move and possible incentives that might induce them to relocate.

Analyses to be made will attempt:

To identify the major obstacles to mobility,

To determine differences in the importance of the various mobility impediments for workers with varying skills, demographic and social characteristics, and

To ascertain the kinds of incentives which might encourage desirable mobility.

STATUS OF PROJECT: This study is expected to be completed by the end of calendar year 1963.

PROJECT TITLE: Training Implications of Job Shifts from Blue Collar to White Collar Employment

CONTRACTORS: The Regents of the University of Wisconsin (Industrial Relations Research Center)

OBJECTIVES AND PROCEDURES: This study seeks to develop information on the extent and characteristics of shifts from blue-collar to some selected white-collar occupations.

A sample of about 500 workers in the Milwaukee metropolitan area who have made such shifts during the last five years will be interviewed. Analyses will be made to determine:

Patterns of job shifts,

Skill cores which are transferable,

Training or skill acquisition processes used by successful shifters, and

Correlations of such shifts with personal characteristics, attitudinal and behavioral variables.

Analyses will also be made of interviews with personnel officers in a stratified sample of employing units in Milwaukee to determine their attitudes concerning employing former blue-collar workers in white-collar jobs. Factors to be considered include:

Attitudes and practices toward hiring or promoting blue-collar workers,

Occupational linkage patterns,

Skill transferability, and

Variables which in their experience affect the success of shifts from blue to white collar jobs.

It is hoped that this study will provide valuable guidelines to those concerned with retraining unemployed blue-collar workers.

STATUS OF PROJECT: This study is expected to be completed by the end of FY 1964. A preliminary report is tentatively scheduled for December 1, 1963.

RESEARCH ON MANPOWER DEVELOPMENT AND UTILIZATION

PROJECT TITLE: Collection and Analysis of Information Regarding Employment of Older Workers

CONTRACTOR: Bureau of Employment Security, Department of Labor

OBJECTIVES AND PROCEDURES: This study is intended to provide information for use in formulating recommendations for the consideration of the President's Council on Aging.

Three surveys will be conducted:

Information will be collected from local employment service offices on upper age limits imposed on job openings by employers who request referrals for jobs from those offices;

Information will be collected from employers on reasons for age limits placed on job vacancies; and

An investigation will be made of the effects of anti-discrimination laws in certain States in reducing age discrimination in placement of older workers.

STATUS OF PROJECT: The completion of all three surveys and the submission of the final report to the President are scheduled for October 31, 1963.

698-844 O-63—4

PROJECT TITLE: Survey of Worker Training

CONTRACTOR: Bureau of Labor Statistics, Department of Labor

OBJECTIVES AND PROCEDURES: This study is designed to analyze the relationship between the type and source of training workers receive and the utilization and application of their acquired skills. Conducted concurrently with the April 1963 Current Population Survey, the questionnaire was administered to persons 21 years of age and over in the labor force, including both employed and unemployed workers.

Information was collected on types and extent of training, occupation, age when training started, duration of training, and the utilization of skills trained for by age, schooling, sex, race, and occupation. Questions relating to source of training included vocational or business programs in high schools, vocational schools, technical institutes, apprenticeship programs, company training courses, armed forces training, and correspondence schools.

Particular attention will be given to the relationship between general level of education and training experience in both the learning and utilization aspects of the study.

STATUS OF PROJECT: Data collection was completed in May 1963. A final report is scheduled for early November 1963.

PROJECT TITLE: A Study of the Employment of Retired Military Personnel with Specific Reference to Retraining

CONTRACTOR: Bureau of Social Science Research, Inc., Washington, D. C.

OBJECTIVES AND PROCEDURES: This study will investigate the civilian employment patterns and problems of men completing careers in the armed forces in order to develop information on the transferability of military training to civilian occupations, and to determine to what extent retired military personnel are being utilized in the civilian economy. The study will devote particular attention to the need for retraining programs for the military retirees. It will seek to identify areas in which private or governmental assistance may improve their utilization and well-being.

The study will involve observations of job-seeking military personnel for four months, beginning a few weeks before separation. The experiences of about 5,000 officers and enlisted men retiring in the same month with 20-22 years service will be studied. Detailed reports will be filed weekly by a sample of 400 retirees during the first 15 weeks of their retirement. Several hundred employers will be sent questionnaires to determine, among other things, reasons for accepting or rejecting military retiree job applicants. Additional information will be solicited from job counselors providing exit employment counseling.

STATUS OF PROJECT: The study is scheduled to be completed in June 1964.

PROJECT TITLE: European Experience in Retraining the Unemployed

CONTRACTOR: Dr. Margaret S. Gordon, Associate Director
Institute of Industrial Relations
University of California, Berkeley, California

OBJECTIVES AND PROCEDURES: The basic objective of this study is to relate European experience to American policies and problems in the retraining field, and thereby contribute to United States policy on training programs.

The study is being conducted as part of a larger research project sponsored by the Ford Foundation and the Institute of Industrial Relations. Some of the questions which the study will seek to answer on the basis of interviews with government officials and study of documents in European countries are:

How are occupations selected for which workers are to be trained? How is the problem of worker-shortages in occupations requiring aptitudes not generally available among the unemployed population overcome or handled?

What is the relationship between special retraining allowances and unemployment insurance benefits and unemployment assistance?

What provisions are made for relocating unemployed workers? How are these coordinated with training programs? To what extent do relocations of workers to jobs in other areas cut down retraining requirements?

How successful are the retraining programs? What proportion of trainees are placed in occupations for which trained? How are placements effected? To what extent is the placement rate affected by the general unemployment rate?

What is the relationship between retraining for the unemployed and retraining of the disabled?

STATUS OF PROJECT: Field-work in Europe, which started in late June 1963 will be completed in January 1964. A report is to be submitted by June 1964.

PROJECT TITLE: International Comparison of Redundancy Procedures in Selected Countries in Europe

AGENCY: International Labor Organization, Geneva, Switzerland

OBJECTIVES AND PROCEDURES: This project will survey methods for handling surplus workers (redundancy procedures) in selected European countries and will attempt to explain differences in the relative efficiency of these procedures.

The study will analyze the economic characteristics of industries in which employment has been contracting. Surveys will be made to describe measures to cope with surplus labor, and to assess the relative importance of individual measures and the relative efficiency of national practices as between countries. The similarities and differences in the extent and form of government involvement in these problems will also be analyzed.

STATUS OF PROJECT: Completion of this project is scheduled for December 1964.

PROJECT TITLE: Trends in European Apprenticeship Related to Accelerated Technical Development

AGENCY: International Labor Organization, Geneva, Switzerland

OBJECTIVES AND PROCEDURES: The principal objective of this project is to determine the main trends in apprenticeship and to make international comparisons with a view to determining adjustments which might be considered desirable to bring traditional apprenticeship practices into line with the changing requirements of modern industry.

The method to be used in this project will include:

A preliminary study of existing practices and regulations, supplemented by a questionnaire inquiry and interviews with leading experts in the field of apprenticeship administration, and

A later field study to assess the degree to which the standards laid down in the apprenticeship regulations are upheld by examination procedures.

STATUS OF PROJECT: A report on organization of existing information and the preparation of questionnaires is scheduled for February 1964 with a final report to be completed by September 1964.

PROJECT TITLE: A Study of the Factors Involved in the Decisions of Unemployed, Unskilled Workers to Forego Re-training Under the Manpower Development and Training Act 1962

CONTRACTOR: Norfolk Division of Virginia State College
Norfolk, Virginia

OBJECTIVES AND PROCEDURES: This study is designed to explore the psychological and sociological factors which influence unskilled, unemployed workers to enter or to forego retraining. The study will evaluate reasons which are believed to be important in their decisions, including:

Financial difficulties,

Anxieties about their ability to learn,

Questions about the value of retraining, and

Negative feelings about returning to school or to the labor market.

The research findings will be examined to determine the implications for future program development, both in training and in shaping attitudes toward retraining.

The hypotheses will be tested by statistical treatment of data collected by the interviewers. One body of data will consist of quantitative information concerning personal and family characteristics of 200 men who declined retraining. This information will be compared with that gathered from 100 now in training. A second body of information will assess the attitudes of those who declined retraining.

STATUS OF PROJECT: This is a one-year project which began in April 1963. The pre-testing and refinement of the interview schedules and 40 of the interviews have been completed. Data collection is scheduled to be completed August 1, 1963. The following eight months will be devoted to the development of statistical profiles, recorded depth studies and preparation of the final report which is to be completed April 1, 1964.

PROJECT TITLE: Attitude Survey of Manpower Development and Training Act Trainees

CONTRACTOR: University of Michigan, Ann Arbor, Michigan (Contracted for by the Department of Health, Education and Welfare through a transfer of funds from the Office of Manpower, Automation and Training)

OBJECTIVES AND PROCEDURES: This study seeks to evaluate the attitudes and motivation of MDTA trainees. Information will be sought from 6,000 MDTA trainees through the use of a self-administered questionnaire. Trainees will be questioned on their attitudes toward the MDTA program--their satisfaction with teaching methods, their perception of the relevance of instruction to work experience, their reactions to past unemployment, and their rating of the skills for which they are being trained compared with previous skill levels.

Analyses will be made to compare changes in attitudes and motivation over time: when they enroll, when they complete or leave the program, and 6 months after training is completed. The trainees' post-program job history, including relevance of training to subsequent employment and to effectiveness of job performance, will be related to attitudinal and motivational changes, to certain demographic characteristics of the trainees, to their mobility history, and to previous labor force experience. Analyses will also be made to assess how various subgroups of the trainee sample (selected by age, occupational background, and education) differ in their attitudes and motivation at various stages of the MDTA program.

Ratings of trainees' performance in post-training jobs will also be sought from the supervisors of about 1,000 of the trainees.

Personal interviews will also be used to validate data obtained from the self-administered questionnaire and to explore certain variables in greater depth.

STATUS OF PROJECT: This project is phased to provide preliminary reports at the end of each of the different time periods: enrollment, completion of the MDTA program, and post-training job experience. A final report is due by June 30, 1965.

RESEARCH ON MANPOWER REQUIREMENTS AND RESOURCES

PROJECT TITLE: Census Population and BLS Labor Force Projections for Each State, for the Population 14 Years of Age and Over, by Age, Sex and Color (whenever the non-white population in a State exceeded 100,000) for 1965 and 1970. (Two projects.)

CONTRACTORS: Bureau of the Census, Department of Commerce; and Bureau of Labor Statistics, Department of Labor.

OBJECTIVES AND PROCEDURES: These projections were prepared to provide assistance for the development of programs in manpower development, education and training.

A "component" method was used to develop the population projections. This involved separate projections for each of the components of population change, i.e. death and net migration. (For net migration, two separate series of projections were developed based on two different assumptions of net interstate migration.) For certain ages, adjustments were made for net loss to the Armed Forces and the number of Armed Forces stationed in each State.

The BLS, through studies of past trends in labor force participation rates and consideration of such factors as school attendance, presence of young children in the home and recent patterns of retirement, developed estimates of future labor force participation rates. These rates were applied to the population projections of the Census.

STATUS OF PROJECTS: The two projects were completed early in 1963. The projections of population and labor force were published in the Statistical Appendix of the Manpower Report of the President and were used extensively in the analytical sections of that report. They have also provided basic data for other studies, including Manpower Research Bulletins No. 3 and 4, Young Workers: Their Special Training Needs, and Selected Manpower Information for States. They are being used in the analyses underlying long-range planning of programs for manpower development, education and training.

PROJECT TITLE: Development of Techniques to Improve Usefulness of Key Labor Force Data

CONTRACTOR: Bureau of the Census, Department of Commerce

OBJECTIVES AND PROCEDURES: In order to improve the usefulness of key labor force data, an investigation will be made of the accuracy and interpretation of data on movements into and out of the labor force. This involves:

An evaluation of the magnitude and possible sources of response or measurement errors of changes in the unemployed group from month-to-month and over periods of time, and

The development of information on reasons for the large volume of reported changes in employment status.

Research will also be directed toward the improvement of data on duration of unemployment and hours worked.

Techniques to be utilized include:

The establishment of a group of households to be used for research purposes;

The conduct of interviews using alternative approaches; and

An evaluation of the effectiveness of approaches in improving the provisions of labor force measurements.

STATUS OF PROJECT: This project was started in 1963 and will be completed during fiscal year 1964.

PROJECT TITLE: Eight Analytical Memoranda on Manpower Resources of the United States and Each of the 50 States, Identifying Critical Social and Economic Characteristics of the Labor Force.

CONTRACTOR: The Bureau of Economic and Business Research, University of Florida, Gainesville, Florida

OBJECTIVES AND PROCEDURES: This project involves a series of examinations of the decennial census data of 1950 and 1960 with respect to patterns of labor force behavior. Analyses have been made of:

Employment changes resulting from defense contracts,

Shifts in the classes of workers according to the source of income,

Employment patterns of women workers, and

Labor force participation in each of the 50 states.

STATUS OF PROJECT: Four draft memoranda have been received and are being reviewed for use as background and analytical material in the preparation of the 1964 Manpower Report of the President. The completion of this project is scheduled by the end of 1963.

PROJECT TITLE: Manpower Resources and Economic Growth

CONTRACTOR: The Trustees of Columbia University
New York, New York

OBJECTIVES AND PROCEDURES: The objective of this study is to identify sectors, or "growth constellations", in the economy in order to determine the extent to which manpower resources play an active role in the expansion of the economy.

Industry employment, occupational distributions and geographical factors are to be studied. At the same time, selected sectors with declining employment levels will be studying to determine whether and to what extent economic retardation and decline reflect shortages in available manpower resources.

Three exploratory studies are planned. Each aims to illuminate one important dimension of the problem.

The first will concentrate on an industrial, occupational, and geographical analysis to facilitate the identification of "growth constellations".

The second will explore, through case studies, the role of available trained manpower as a determinant of economic growth.

The third will analyze the problems involved in an increasingly mixed (profit and nonprofit) economy in order to ascertain the totality of employment offered by the nonprofit sector, which includes not only government, but also a wide range of educational, health, religious, recreational and social service nonprofit agencies.

STATUS OF PROJECT: Begun in September 1962, the project is scheduled to be completed in September 1963. A first progress report was submitted in May 1963.

PROJECT TITLE: Research Design Project for Conduct of a Pilot Research Project on Methodology for Forecasting Demand for New Technicians

CONTRACTOR: Georgia Tech Research Institute
Georgia Institute of Technology
Atlanta, Georgia

OBJECTIVES AND PROCEDURES: The ultimate objective of this study is to develop methods useful on a national scale for forecasting demands for specific new types of technicians emerging as the result of developing technology.

A selected group of occupations in some industries in Georgia will be studied to develop techniques which may be used to identify newly emerging technical jobs, and to develop future industry requirements for these occupations.

The immediate objective is to develop a research design which will include procedures, questionnaires, the sample, plans for field work and follow-up, and a tentative outline of the final report.

STATUS OF PROJECT: Work on this project began in June 1963, with completion of the study and submission of a complete design scheduled by November 1, 1963.

PROJECT TITLE: Research Study of Labor Force Trends and Projections in the United States

CONTRACTOR: National Bureau of Economic Research, New York, New York

OBJECTIVES AND PROCEDURES: The purpose of this study is to analyze recent and long-term trends in the growth and character of the labor force and to appraise their effects on labor force growth in the future.

A three-phased study is planned:

A description and appraisal of the "long swings" in labor force growth since 1870;

A more detailed analysis of the impact of developments shaping labor force growth during 1940-60, with a view to establishing the particular age-sex groups which were particularly affected by population and occupational changes; and

A consideration of the implications of labor force growth from 1960-75 to determine the labor market situation of individual age-sex groups.

STATUS OF PROJECT: A preliminary report is expected in June 1964 and a final report by December 1964. Individual sections of study will be available for circulation before completion of the full report. Summary reports on some of the results may be published before the full report.

OTHER MANPOWER RESEARCH

PROJECT TITLE: Special Tabulation to Show Interrelationship of Family Income, Family Status, and Unemployment

CONTRACTOR: Bureau of Labor Statistics, Department of Labor

OBJECTIVES AND PROCEDURES: The purpose of this study is to measure the interrelationship of family income, family status and unemployment.

Utilizing the person-family tabulations from the March 1963 Current Population Survey, this project will combine information on individuals with information on their families in order to assess the economic and social status of the employed and unemployed in new ways.

The tabulations will yield such information as:

The income status of the families of employed and unemployed persons by age, sex and color of the person himself;

The income and other earnings of persons in relation to their family income;

Employment status of other family members in relation to that of the employed or unemployed worker; etc.

STATUS OF PROJECT: This project is to be completed during fiscal year 1964.

PROJECT TITLE: Measuring the Benefits and Costs of Retraining Programs for Unemployed Workers

CONTRACTOR: School of Labor and Industrial Relations
College of Social Science
Michigan State University, East Lansing, Michigan

OBJECTIVES AND PROCEDURES: This study seeks to answer questions about the economics of retraining programs. An attempt will be made to determine whether there are net economic advantages of retraining to the individual participants and to society as a whole.

Three estimates are to be developed:

Private benefits and costs to participating individuals;

Social benefits and costs, covering the impacts on the national economy; and

Budget impacts, covering changes in government tax receipts and expenditures.

Data on benefits will be collected largely from trainees and control groups by means of personal interviews which will also cover personal characteristics and social-psychological variables related to the economic returns on retraining expenditures. Most of the cost elements will be estimated from information to be provided by educational institutions and government agencies.

STATUS OF PROJECT: The study began in January 1963. A first report submitted in May 1963 indicated progress in developing specific training programs and related control groups to be studied, and in the development of the interview schedule. The project is scheduled for completion by the end of December 1965, with a final report to be completed by June 1966.

RESEARCH INFORMATION AND COMMUNICATION

PROJECT TITLE: National Conference on Problems of Rural Youth in a Changing Environment

CONTRACTOR: National Committee for Children and Youth (NCCY) Washington, D. C.

OBJECTIVES AND PROCEDURES: The NCCY is organizing a Conference to be held at Oklahoma State University, Stillwater, Oklahoma, from September 22-25, 1963. Some 350 participants, including national, State and local professional and lay leaders, will meet to develop recommendations on programs to deal with significant social and economic problems of rural youth. A principal purpose is to alert the Nation to the complex problems faced by rural youth and to stimulate research and action programs.

Conference participants will meet in 20 work groups of approximately 25 persons each to discuss such topics as:

New Dimensions of Vocational Education for Rural Youth

Realistic Appraisals of Employment and Necessary Preparation to Fulfill Job Opportunities

The Economic Base and Potential of Rural Communities

Improving Community Awareness of the Situation of Rural Youth

Special Problems of the Children of Migrant Workers

Before the Conference begins, participants will receive specially prepared background papers as a framework for group discussions. On completion of their working sessions, each group will prepare a report to be included in a general report to the Conference.

As a follow-up to the Conference, it is hoped that regional workshops will be held to highlight specific problems.

STATUS OF PROJECT: Preliminary planning has been completed and invitations have been mailed to participants. About 50 background working papers have already been received by NCCY. The series of regional conferences are expected to be held beginning shortly after the National Conference ends.

PUBLICATIONS PREPARED BY THE

OFFICE OF MANPOWER AND AUTOMATION RESEARCH

REPORTS TO THE CONGRESS:

Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training (March 1963, 204 pp.)

Brings together in one volume the statistical data and related information available on the broad subject of manpower.

Report of the Secretary of Labor on Research and Training Activities Under the Manpower Development and Training Act (February 1963, 135 pp.)

Summarizes and evaluates the progress made in implementing programs under the MDTA during the last half of 1962.

RESEARCH BULLETINS:

Manpower Research Bulletin No. 1 - Mobility and Worker Adaptation to Economic Change in the United States (June 1963)

Discusses the problems of workers adapting to the changing needs of production and to the technological improvement required for economic growth, and provides the informational background needed for the solution of such problems.

Manpower Research Bulletin No. 2 - Manpower and Training: Trends, Outlook, and Programs (Revised July 1963, 30 pp.)

Reviews employment and unemployment in the United States and programs to help solve manpower problems.

Manpower Research Bulletin No. 3 - Young Workers: Their Special Training Needs (May 1963, 19 pp.)

Deals with the special employment problems facing young workers.

MANPOWER REPORTS:

Manpower Report No. 1 - Growth of Engineering Employment in the United States, 1950-60 (August 1962, 4 pp.)

Manpower Report No. 3 - Trends in Farm Employment and Training Needs (September 1962, 4 pp.)

Manpower Report No. 4 - Manpower and Immigration (November 1962, 4 pp.)

Manpower Report No. 5 - Industry Employment Growth Since World War II (Reissued March 1963, 6 pp.)

Manpower Report No. 6 - Automatic Data Processing in the Federal Government: Its Manpower Requirements (May 1962, 12 pp.)

Manpower Report No. 7 - Reading Machines for Data Processing--Their Prospective Employment Effects (June 1962, 12 pp.)

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